



# EEO MATTERS

## Message From The EEO Program Manager

S J C – E E O

Issue 10

January 2008

Welcome to the first edition of EEO Matters for 2008!

It is hard to believe that 2007 has come and gone. I hope that you had a terrific holiday season and that your new year is off to a happy and prosperous start. On behalf of the County EEO Office, I would like to thank all of you for your support of the EEO Program. During the past year, the EEO Office, EEO Advisory Committee, and Diversity Task Force have worked diligently to strengthen and improve the County's EEO Program. We are proud to say that 2007 was a very productive year for the EEO Program. Here's a brief recap:

1. Developed a Countywide Workplace Diversity "Definition" and "Vision Statement."
2. Developed and facilitated a new EEO discrimination and harassment training program for County employees.
3. In collaboration with the Human Resources Division, developed a Countywide exit interview instrument to assist in determining which factors contribute to employees leaving the County.
4. Facilitated training workshops for Department EEO Coordinators.
5. Administered the 2007 Mentor Partnership Program with 40 participants.
6. Provided EEO-related training workshops to County employees.
7. Expanded the EEO Office Website to provide more EEO and diversity-related information.
8. Hosted the 10th Annual Diversity Luncheon.
9. Continued publication of the EEO Matters Newsletter to better inform employees about the County's EEO Program.

The EEO Office is excited and thrilled about the upcoming year. Look for new developments in the months ahead.

For more information on any of the above, please visit the EEO Website at <http://www.sjgov.org/eo>.



Since our last newsletter, the EEO Office has added a new staff member:



**John Bacay** joined the County's EEO Office on December 10, 2007. He recently retired from the U.S. Navy after 21 years of service. Since 1999, John has been involved in EEO and human relations as a trainer, facilitator, and EEO advisor. He has traveled throughout Asia, the Pacific Islands, and the Middle East, and is very interested in cultural diversity and civil rights. John holds a Bachelor of Arts Degree from Columbia College, and is currently pursuing his Master of Science Degree in Human Relations from the University of Oklahoma. John and his wife, Sarah, have three children - Tim, Anne, and Vince.

### CONTACT US

#### EEO Office Staff

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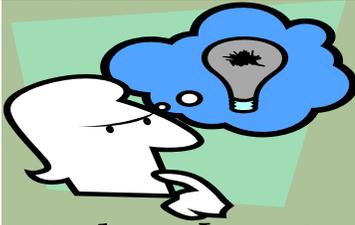
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<http://www.sjgov.org/eo>

*"We should acknowledge differences, we should greet differences, until difference makes no difference anymore."*

*- Dr. Adela A. Allen, Educator*



### Did you know?

There are 16 percent more male workers (82.1 million) than female workers (70.7 million) in the U.S. Men earn, on average, \$41,386 annually - 30 percent more than women, who earn \$31,858.

46 percent of Latinos say poor English skills are the main cause of discrimination against them, more than race/ethnicity or immigration. More than half (54 percent) of Latinos perceive discrimination as a major obstacle to their advancement.

Although one in three Americans is a person of color, blacks, Latinos and Native Americans represent less than 9 percent of nurses, 6 percent of physicians, and only 5 percent of dentists.

The estimated U.S. population in 1946 was 141.4 million. Today the nation's population stands at 297.7 million.

(Source - www.diversityinc.com)



When you think about it, there's really no point in being pessimistic. It probably wouldn't work anyway.

## ★ Spotlight On ★ The 2008 Mentor Partnership Program

Coinciding with the observance of National Mentoring Month, the Mentor Partnership Program will begin its eleventh year on January 23, 2008, with an orientation session where the participants will get a chance to meet with their respective partners and to meet and mingle with other mentors and mentees.

For this year, we are honored to have a record number of 52 participants. County departments with employee participation include:

- Agricultural Commissioner
- Assessor
- Behavioral Health
- Child Support
- County Administrator
- Clerk of the Board
- EEDD
- Environmental Health
- Facilities Management
- HCS - SJGH
- Human Resources
- Human Services
- Information Systems
- Juvenile Probation
- Labor Relations
- Library
- Public Health
- Public Works
- Retirement
- Sheriff's Department
- SJGH - Human Resources
- Treasurer, Tax Collector

On behalf of the County EEO Program, we would like to welcome the 2008 Mentor Partnership Program participants and wish them well as they begin this exciting new journey.

### EEO Is Looking For A Few Good Men And Women

Are you interested in promoting diversity in the County? Consider joining the SJC Diversity Task Force or becoming an internal diversity training facilitator.

For more information, contact Robin Daniels at [rdaniels@sjgov.org](mailto:rdaniels@sjgov.org), or 468-3374.

## Celebrate Diversity



### CHINESE NEW YEAR

#### "The Year Of The Rat"

The Chinese year 4706 begins on February 7, 2008; and it is the *Year of the Rat*. The Chinese New Year is the longest, most elaborate, and most important celebration of all the traditional Chinese festivals. This holiday, more than any other Chinese holiday, stresses the importance of family ties. It is a time for family reunions, and for visiting friends and relatives. At Chinese New Year celebrations, people wear red clothes, decorate with poems on red paper, and give children "lucky money" in red envelopes. Red symbolizes fire, which, according to legend, can drive away bad luck.

The Chinese lunar calendar is divided into 12 months of 29 or 30 days. The years are arranged in major cycles of 60 years. Each successive year is named after one of 12 animals. The Chinese believe the animal ruling the year in which a person is born has a profound influence on personality. Those born in rat years tend to be leaders, pioneers, and hard workers.

#### Happy New Year!

Xin Nein Kuai Le! (Mandarin)

Sun Nin Fy Lok! (Cantonese)

### Quarterly Diversity Calendar

#### January 2008

January 16 - Religious Freedom Day

January 21 - Martin Luther King Day

#### February 2008

African-American History Month

February 18 - President's Day

#### March 2008

Irish American Heritage Month

National Women's History Month

*The Quarterly Diversity Calendar is intended as a brief sampling of many commonly known cultural and religious holidays and observances celebrated in the U.S. and throughout the world. The calendar is by no means exhaustive. It is not the intention of the EEO Office to offend any individual or group.*